

CLASSIFICATION AND COMPENSATION PLAN
Effective July 1, 2008
ADMINISTRATIVE-CLERICAL-LIBRARY

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
ACL-1	Hourly	14.63	17.19	19.75
Recreation Clerk				
ACL-2	Hourly	16.33	19.19	22.05
Account Clerk				
Department Clerk				
Library Assistant				
Senior Recreation Clerk				
Utility Account Clerk				
ACL-3	Hourly	18.52	21.76	25.00
Branch Library Assistant				
Circulation Assistant				
Senior Account Clerk				
Senior Department Clerk				
Senior Library Assistant				
ACL-4	Hourly	20.00	23.50	27.00
Administrative Assistant				
Collections Assistant				
Retirement Assistant				
Treasury Assistant				
ACL-5	Hourly	21.38	25.12	28.86
Assistant Town Clerk				
Human Resources Assistant				
Senior Administrative Assistant				
Senior Circulation/Administrative Assistant				
Technical Services Assistant				
ACL-6	Hourly	22.12	25.99	29.86
Finance Assistant				
ACL-7	Hourly	24.44	28.72	33.00
Executive Assistant to the Town Manager				

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TRADES-CRAFTS-LABOR

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
TCL-1	Hourly	14.43	16.96	19.48
Building Custodian				
TCL-2	Hourly	16.30	19.15	22.00
Building Maintenance Custodian				
Laborer/Truck Driver				
TCL-3	Hourly	17.93	21.07	24.20
Building Systems Custodian				
Cemetery Specialist				
Equipment Operator				
Park & Tree Specialist				
Water/Sewer System Maintainer				
TCL-4	Hourly	20.07	23.59	27.10
Equipment/Line Operator				
Master Mechanic				
Park & Tree Specialist (Aerial)				
Senior Park & Tree Specialist				
TCL-5	Hourly	22.22	26.11	30.00
Cemetery Supervisor				
Crew Leader				
Senior Master Mechanic				
Treatment Systems Operator				
TCL-6	Hourly	24.96	29.33	33.70
Fleet Supervisor				
TCL-7	Hourly	27.70	32.55	37.40
Public Works Supervisor				

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MANAGERIAL-PROFESSIONAL

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

Grade Number & Class Title		Minimum	Mid-Point	Maximum
MP-1	Annual	39,724	48,662	57,600
Aquatics Supervisor				
Engineering Aide				
Engineering Technician				
Recreation Supervisor				
Special Collections Assistant				
MP-2	Annual	44,828	54,914	65,000
Assistant Aquatics Coordinator				
Assistant Local Inspector				
Assistant Natural Resources Director				
Budget Analyst				
COA Program Supervisor				
Environmental Health Inspector				
Field Lister				
Information Systems Assistant				
Office Accountant				
Public Health Inspector				
Senior Engineering Technician				
Staff Librarian				
Utility Software Coordinator				
Water Conservation Coordinator				
MP-3	Annual	52,897	64,799	76,700
Assistant Human Resources Director				
Assistant Public Works Engineer				
Assistant to the Water/Sewer Superintendent				
Assistant Town Accountant/Retirement System Administrator				
Aquatics Coordinator				
Branch Librarian				
Circulation Supervisor				
Civil Engineer				
Energy Services/Communications Administrator				
Environmental & Regulatory Coordinator				
Fitness Coordinator				
GIS Program Coordinator				
Local Inspector				
Management Analyst				
Senior Planner				
Supervisor of Children's Services				

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MANAGERIAL-PROFESSIONAL, continued

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

MP-4	Annual	56,552	69,276	82,000
Assistant Recreation Director				
Budget & Purchasing Administrator				
Financial Administrator				
Council on Aging Director				
Curator				
Environmental Services Program Administrator				
Natural Resources Director				
Operations Engineer				
Public Services Coordinator				
Public Works Engineer				
Technical Services Coordinator				
Technology Director				
Telecommunications Coordinator				
MP-5	Annual	60,828	74,514	88,200
Assistant Library Director				
Deputy Fire Chief				
Deputy Treasurer/Collector				
Highway & Grounds Superintendent				
Police Lieutenant				
Public Health Director				
Town Clerk				
MP-6	Annual	67,034	82,117	97,200
Building Commissioner				
Deputy Police Chief				
Human Resources Director				
Town Accountant				
Town Appraiser				
Town Engineer				
Water/Sewer Superintendent				
MP-7	Annual	76,759	94,030	111,300
Director of Planning & Land Management				
Library Director				
Recreation Director				
MP-8	Annual	85,517	104,759	124,000
Assistant Town Manager				
Fire Chief				
Police Chief				
Public Works Director				
MP-9	Annual	93,724	114,812	135,900
Finance Director				

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ELECTRICAL LABOR

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
EL-1	Hourly	16.15	18.98	21.80
Meter Reader				
EL-2	Hourly	19.70	23.15	26.60
Line Worker, Grade 3				
Meter Technician				
EL-3	Hourly	25.00	27.50	30.00
Line Worker, Grade 2				
Utility Electrician				
EL-4	Hourly	31.04	34.15	37.25
Lineworker, Grade 1				
EL-5	Hourly	32.50	35.75	39.00
Lead Lineworker				
EL-6	Hourly	35.00	38.50	42.00
Line Supervisor				

ELECTRICAL MANAGEMENT

Annual rates are based on 40 hour base week and will be prorated for part-time schedules.

<u>Grade Number & Class Title</u>		Minimum	Mid-Point	Maximum
EM-1	Annual	54,148	63,624	73,100
Meter Supervisor				
EM-2	Annual	62,148	73,024	83,900
Electrical Engineer				
EM-3	Annual	73,926	86,863	99,800
Assistant CMLP Director				
Engineering & Operations Manager				
EM-4	Annual	99,926	117,413	134,900
CMLP Director				

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SWIM & FITNESS

Grade Number & Class Title		Minimum	Mid-Point	Maximum
SF-1	Hourly	11.00	26.50	42.00
Swim/Fitness Specialist				

Swim/Fitness Specialists may perform any or all of the functional specialties listed below and their rate of pay shall vary based on the function being performed at any given time of the work day.

<u>Function</u>	<u>Minimum</u>	<u>Maximum</u>
<i>Lifeguard</i>	11.00	16.00
<i>Head Lifeguard</i>	17.00	23.00
<i>Personal Fitness Trainer</i>	27.00	37.00
<i>Professional Program Instructor</i>	17.00	42.00